

# spotlight

A NEWSLETTER FOR EMPLOYEES OF  
THE LOS ANGELES CITY SCHOOLS

Prepared by Public Information Office • Room A-174, 450 N. Grand Ave., Los Angeles, Calif. • MA. 5-8921, Extension 2341

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February 5, 1968

## BUSING RUMORS SHOULD BE STOPPED

SUPERINTENDENT CROWTHER has called on all Los Angeles citizens and local communication media for help in stopping rumors that a massive plan has been set up to bus nearly 200,000 children in the district purely for integration purposes. Part of the rumor has it that some \$24 million already has been provided in federal funds, mainly to buy 2,400 buses and hire drivers. "It simply isn't true," stressed the Superintendent. The whisper campaign started after the board on Dec. 21 adopted the following motion: *"...the Board of Education establishes as its goal an integrated system at all levels and divisions and instructs the staff to develop every feasible technique to accomplish this goal."*

These are the facts. . .The Superintendent has instructed staff to draft a variety of short and long-range approaches--that are educationally and financially feasible--to accomplish the objective. . .These now are being developed and some may include transportation components. But no plan has been established, and certainly no plan for 200,000 students. In any event, all proposals drawn up by staff will be brought back to the board for full public discussion before any action is taken. . . "We cannot allow these false rumors to continue. Their only purpose is to create dissension, panic and hysteria," Dr. Crowther emphasized.

Full details of the Superintendent's statement may be found in all schools in a Public Information Office news release dated Jan. 26 . . .Ask your school secretary for it if it's not on your bulletin board.

## SALARY GIVEN FOR REPLACEMENT SERVICE

Unified District teachers who replace an absent teacher when there is no substitute available now will be paid for their services. Elementary teachers will receive one hour's pay for each 30 pupil-hours of replacement service, while secondary and adult teachers will earn an hour's pay for each class hour spent in place of an absent teacher.

## SUMMER SCHOOL TEACHING POSTS OPEN

Applications for secondary summer schools are available in all schools and must be filed with the Personnel Division by Feb. 16. Applications for elementary school teaching spots will be available Feb. 16 in all schools and area offices and must be returned by March 1. The six-week session is slated for July 8-Aug. 16.

## NEW CALENDAR CALLS FOR 179 TEACHING DAYS

Elementary and secondary teachers will spend 179 days in the classroom during 1968-69. The new calendar calls for 87 teaching days in the fall semester, beginning Sept. 16, and 92 teaching days in the spring semester, beginning Feb. 4. Feb. 3 will be a pupil holiday, except in colleges and adult schools.

## NEGRO, AMERICAN HISTORY OBSERVANCES SET

Special school programs are being planned for the annual observance of Negro History Week, Feb. 11-18. Activities include a Youth Rally at USC, a Negro History Workshop and individual classroom and school programs. American History Month is being observed in schools throughout February, with special emphasis on contributions of all Americans in building the nation.

## NOTES AND NOTABLES

VIRGINIA VAIL, principal of University Adult School, and HUGH MOORE, industrial education specialist in the College Division, have received commendations for their efforts to improve education of the deaf from the California Association for the Deaf.

CHARLES REED SMOOT, former member of the Board of Education, and MRS. JOAN H. KING, member of the citizens' advisory group for Southwest College (South Central Junior College Committee), have been named to the new Board of Governors of the California Community Colleges by the Governor.

Various aspects of the adult education program are being highlighted on KFI . . . 11:40 p.m. for the next three Tuesdays. New adult education TV shows are "Making the Most of Maturity" . . . Channel 28, Tuesdays and Thursdays, 6:30 p.m., and Channel 11, Mondays, 6:30 a.m. . . . and "The Years Between 5 and 12" . . . Channel 28, Tuesdays and Thursdays, 12:30 p.m., and Channel 11, Wednesdays, 6:30 a.m. Discussions on development of phonics skills in the primary reading program will view Feb. 6 and 13 on Channel 28, 3:15 p.m.

CLASSIFIED EMPLOYMENT positions are available for a principal EDP programmer analyst (dual), a watchman and a watchman for Saturdays, Sundays and holidays (open and promotional).

C. B. MANN, foreman, Central Shops Office Machinery Repair Section, has retired after 38 years of service . . . RALPH R. BOYDEN, director of general accounting, is retiring March 5 after 12 years.

Employees who have not received their WITHHOLDING TAX STATEMENTS for 1967 (Form W-2) should notify the Payroll Branch, Deduction Control Unit, in writing, indicating their employee number and correct address.

CAL STATE-LOS ANGELES now is offering education extension courses at Locke High School, Mid-City Occupational Training Center and Trade-Technical College. Contact WILLIAM H. BRIGHT at Cal State (224-3502) for details.



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February 13, 1968

## RESULTS OF SALARY APPRAISAL DUE FEB. 29

Results of an extensive appraisal of the teacher salary schedule in the Unified District will be reported at a special Board of Education meeting, held jointly with the Negotiating Council on Thursday, Feb. 29, at 4 p.m. (The board's regular meeting will be held at 2:20 p.m.) The appraisal, directed by a team of outside experts, is aimed at determining what changes in the present structure would help the district get and keep the most effective teachers.

Among areas investigated by the team during its three-month study . . . requirements for salary advancement . . . rating-in of new employees . . . fringe benefits . . . minimum and maximum rates . . . advanced degree recognition value . . . career increments . . . in-service training.

A second meeting for further discussion on the report is slated for March 7 at 4 p.m.

## LEGISLATURE CONSIDERS CREDENTIAL, CURRICULUM CHANGES

The State Legislature is considering a bill to make available for a limited period the types of credentials available before a 1964 law changed certification requirements. Those who'd be eligible for the old-type credentials . . . teachers who, as of Nov. 1, 1963, had completed two years of college, were enrolled in a teacher education program or were teaching in a foreign country and who complete requirements for old-type credentials before Sept. 15, 1968. If the bill becomes law, no old-type credentials would be issued after Sept. 15, 1968.

Legislators also are considering a bill to give local governing boards greater flexibility and authority in operating individual school systems. Los Angeles has given its full support to this measure, which would drastically reduce the number of required courses and state control.

## DR. WARBURTON CHOSEN FOR STUDY OF INDIAN EDUCATION

DR. T. STANLEY WARBURTON, associate superintendent who heads the College Division, is participating in a two-month study tour of the educational system in India. He is one of 38 American educators taking part in the project conducted by the Fulbright Educational Exchange Program through the U.S. Educational Foundation in India.

The travel seminar will provide an experience of living in India with a view to understanding the structure and problems of education in a developing country. The educators will visit New Delhi, Bombay, Madras, Calcutta and other Indian cities, looking at educational structure and administration.

## ADULT EDUCATION PLANS FIFTH SKILL CENTER, OPENS NEW SCHOOL

MDTA skill center classes soon may be expanded to serve the San Pedro-Wilmington area if the government grants the city schools \$265,180 to set up their fifth center. The district also is seeking funds to expand classes at skill centers in Pacoima and Watts. The local MDTA program, conducted by the Division of Adult Education, prepares people for employment who otherwise would lack the training to secure full-time jobs.

Another federally funded offering of the Adult Education Division is a new school with courses and hours "tailor made" for the working man or woman. The ADULT DEMONSTRATION SCHOOL, 1224 S. Menlo Ave., is open from 8 a.m. to 10 p.m. and features a wide variety of classes in humanities, self-improvement, career orientation, family life and creative arts.

## SUMMER INSTITUTES OPEN TO TEACHERS

Three cooperative college-school in-service training projects for high school science teachers are being offered here this summer under National Science Foundation grants totaling \$133,953. They deal with . . . "modern" biology. . . chemistry instruction for biology teachers . . . use of instructional materials for chemistry teachers. Contact JULIAN WILSON, acting secondary science supervisor, Ext. 2683, for information if you wish to participate.

Cal State College at Los Angeles is offering a summer NEA institute for teachers and administrators wishing to upgrade their ability for working in schools in disadvantaged areas. Contact MRS. ELSA MAY SMITH at Cal State, 224-2456, for details.

## IN MEMORIAM

The Board of Education has noted the passing of several members of the "school family" in recent months . . . DR. ETHEL ANDRUS, retired principal of Lincoln High . . . SOPHIA T. SALVIN, principal of Washington Boulevard School for the Handicapped . . . KATHARINE LEE CAREY, retired assistant superintendent . . . EARL CARPENTER, board member from 1953-59 . . . DR. ROSCO C. INGALLS, founding director of East Los Angeles College . . . ALBERT E. BULLOCK, retired principal of Metropolitan High . . . GRACE M. DREIER, retired assistant superintendent . . . DOUGLAS BOONE, retired purchasing agent.

## PERSONALS

MRS. JOSIE G. BAIN, Elementary Area South superintendent, was presented with a resolution from the City Council for service to the schools and community. She also will receive the Negro History Achievement Award Feb. 17 . . . DR. WARREN L. STEINBERG, boys' vice principal at Crenshaw High School, also was honored by the City Council for his service as a teacher and administrator and for his community service.

ROBERT STEVENSON, art instructor at Harbor College, has completed two avant-garde pieces of sculpture under a commission for display in the National Gallery of Art, Washington, D.C. . . . RALPH TURNER, Monlux Science Center specialist, was given a life membership by the Van Nuys Council PTA for his service to the community.

DAVID VLECK, Granada Hills High student, was selected as one of 40 top science students in the nation in the 27th annual Science Search. In the honors group of 300 students . . . RICHARD ROY, Granada Hills . . . MARC AARONSON, Fairfax . . . PAUL BERNSTEIN and JEFFREY KAUFMAN, Hamilton.

Temporary assignments in the Elementary Division . . . DR. JOHN W. WRIGHT, administrative coordinator, to study of annual pupil promotion plan . . . MRS. FLOY D. McCORKLE, administrative coordinator in South Elementary Area, to coordination of proposed summer school program for 180 elementary schools . . . DUQUESNE DICKEY, administrative consultant in South Area, to consultant for special projects . . . IRA GILBERT JR., administrative coordinator in Harbor Elementary Area, to replace Wright until promotion study is completed . . . WINSTON L. SCOTT, principal of Ambler Avenue School, to acting administrative coordinator in place of Gilbert . . . DR. WILLIAM L. LUCAS, principal of 24th Street School, to acting administrative coordinator in place of Mrs. McCorkle.

## IN AND AROUND THE CITY SCHOOLS

A Youth Rally highlighting Negro History Week is slated for high school students Feb. 17 at USC. Featured speaker will be HOBART TAYLOR JR., a director of the Export-Import Bank . . . ENGLISH IN TRAN-SITION, an in-service training course in the "new" English is being offered to high school teachers on Channel 28 from 3:30-4:30 p.m. through June 3 . . . LOYD V. PRANTE, former principal, will speak at the Elementary Men's Club Bosses Night program Feb. 14 . . . A new PLANNING FOR RETIREMENT series for classified employees will get under way Feb. 27. The program will run for six successive Tuesdays from 5-7 p.m. in the Board Room. Now located in the Grand Avenue Building are the offices of ADULT EDUCATION DIVISION (Room 352), COLLEGE DIVISION (Room 380), OFFICE OF URBAN AFFAIRS (Room 372).

Employee donations to the LOUISE WOOD SEYLER Scholarship, established at UCLA in honor of the recently retired deputy superintendent, have made it possible to award a scholarship each year to a city school graduate majoring in education or medicine. The amount will be determined by the student's need.

CLASSIFIED EMPLOYMENT OPPORTUNITIES . . . civil engineering draftsman, heavy truck driver, heavy truck driver assistant, office machine repairman, senior tabulating equipment operator, intermediate clerk-steno (all open and promotional) . . . senior building engineer, senior office machine repairman (both promotional only) . . . call Business Division, Ext. 2611.

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March 1, 1968

## REPORT CALLS FOR DRASTIC REVISIONS IN SALARY STRUCTURE

Drastic revisions in the Unified District teachers' salary structure to meet the needs of a modern educational program were recommended to the Board of Education in a special report Thursday. Although no cost estimates were contained in the report to board and the Negotiating Council, dramatic increases in salary and fringe benefits were urged to strengthen district recruitment appeal.

The 11 recommendations, developed during a three-month appraisal of the preparation salary schedule by a team of outside experts and supporting staff, are aimed at obtaining and retaining the most effective teaching staff, particularly in disadvantaged areas of the district.

To secure the kind and number of teachers needed for next year, the team-- headed by co-directors DONALD D. CUNLIFF and DR. JOHN H. BRIGHT, recommended that the district:

- \* Establish a higher beginning salary (with a bachelor's degree and a regular credential) that will be competitive with salaries paid to other professions with similar training. This could mean a beginning salary in 1968-69 of approximately \$7500.

- \* Restructure the certificated salary schedule in a four-year program, resulting in a differentiated schedule by 1972.

- \* Establish a modified differentiated schedule as a pilot project in certain disadvantaged areas of the city next year to recognize greater teacher skills and allow more flexibility in assignment of personnel.

- \* Establish the same requirements for advancements in increments (steps) and classifications (columns) on the salary schedule rather than treat them independently.

- \* Replace the concept of a "master" schedule and a "preparation" schedule with a single "certificated" salary schedule for teachers and administrators.

- \* Update the fringe benefit package by . . . expanding the health and medical care to approximate the general business and industry pattern . . . studying the possibility of installing a stipulated number-of-years-of-service retirement . . . revising the sabbatical leave program by requiring the leave to make specific contributions to the educational program of the district and by providing a full-salary leave after 14 years of service . . . taking steps to see that adequate housing is available for new teachers.

- \* Increase recognition for the master's degree from the present \$100 a year to \$250 and give recognition for the doctorate only when it is relevant to the assignment.

(Continued on Page 2)

## SALARY REVISIONS (Continued from Page 1)

\* Identify and clarify the philosophy behind the career increment. The career increment award should be a reward for acquisition of the more difficult and rarer skills and thus serve as a substitute for "promotion out of the classroom." This would discourage movement to another kind of position which doesn't involve teaching pupils.

\* Offer an opportunity for teachers to receive year-round employment, up to four years at a time, through such activities as summer school, working on curriculum projects or attending "refresher" courses. Such year-round teaching employees could conduct decentralized in-service classes and summer programs for new teachers in disadvantaged areas.

\* Re-examine recruitment practices that tend to deter prospective teachers from selecting Los Angeles. Among the suggestions were . . . emphasize responsibility of the entire district and employee organizations for recruitment . . . recruit for specific assignments . . . increase efforts to attract male, minority teachers . . . develop a policy which considers accelerated rating-in for positions in short supply.

\* Take steps to insure that individual schools have a reasonable balance of permanent and non-permanent teachers. This could mean that in schools where the percentage of permanent teachers exceeds the average of the district (67%), only probationary teachers would be assigned.

The report will be discussed by the board and the Negotiating Council at a special 4 p.m. meeting on Thursday, March 7.

## SUPERINTENDENT PRESENTS INTEGRATION PLAN

A master plan to improve integration in the city schools through voluntary participation is under study by the board. The plan--which rejects large-scale mandatory busing--was presented by SUPERINTENDENT CROWTHER in response to the Dec. 21 board directive in which the board established as its goal "an integrated system at all levels" and instructed staff to develop "every feasible technique and program to accomplish this goal."

In presenting his "middle-of-the-road" approach to integration, Dr. Crowther stressed that it was preliminary in nature and did not include specific recommendations. He said its purpose was to serve as a basis for consideration, deliberation and discussion by the board and the community. The Superintendent suggested 29 short-range programs for improving integration. All of these would be voluntary with the possible exception of changing some individual school boundaries to take advantage of available classroom space at one school and to reduce overcrowding at a second school.

Among the short-range programs are three voluntary plans involving transportation . . . one would relieve overcrowding in minority area schools by taking advantage of unused classrooms in schools which are primarily "other white" in composition . . . another would involve voluntary transportation of elementary pupils from one minority area school to a group of under-utilized "other white" schools . . . the third would transport elementary pupils voluntarily from a cluster of "other white" schools to one minority area school. Copies of the full report soon will be available in your school. Ask your secretary.

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March 18, 1968

## A LETTER FROM THE SUPERINTENDENT

Dear Fellow Teachers:

Recent disruptions of the educational program in some of our schools have been the cause of deep concern to all of us. Rightly or wrongly, some students have elected to leave their classrooms as a means of calling attention to grievances which they consider valid.

Whatever the issues, their viewpoint has now been made well known. Now, it is time that we move forward in a positive manner to assure that teaching begins to take place once more in an atmosphere that is free from disruption.

May I request that you redouble your efforts to impress upon the young people the importance of remaining in school. Further, may I suggest that you remind them that the real effect of such actions is harm to their own education, for time lost from classes cannot be regained.

It also needs to be made explicitly clear to students that unauthorized absences from the classroom will not be excused. Students must realize and have a complete understanding of their actions; they must be ready to accept the consequences of appropriate disciplinary action.

At the same time, they should be reminded that not only do they have a responsibility to themselves, but they should accept the additional responsibility of persuading fellow students to remain in classes and continue their education. May I further suggest that all possible efforts be made to enlist cooperation of parents, to the end that they will have a better understanding of their responsibilities in regard to school attendance.

-- SUPERINTENDENT JACK P. CROWTHER

## 'SATURATION' PROGRAM BOLSTERS READING

More than 200 secondary English teachers are developing their own lessons and supportive materials as part of a new program aimed at strengthening reading instruction. The program--"Saturation English-Developmental-Reading Project"-- is designed to increase the effectiveness of "developmental reading," which is the teaching of appropriate reading skills in the various content subjects.

"Saturation" is the first step in a series of long-range plans to bolster reading in secondary schools. Future plans include . . . reading laboratories for remedial instruction . . . school-wide reading advisory committees . . . extensive in-service education for all secondary schools.



## 'INTERN' PROGRAM SLATED FOR MINORITY PERSONNEL

Fifteen administrative "interns" soon will be assigned to secondary schools as part of a pilot program initiated by the Superintendent to give minority personnel experience in school administration. While formal approval must be secured from the state to use federal funds for the program, Dr. Crowther hopes to fill the positions this month.

Objectives of the program are . . . to encourage racial minority personnel to seek administrative positions within the spirit of merit promotion . . . to provide concentrated training in administration by creating an intern position in selected elementary and secondary schools, shortening the time span for racial minority personnel to qualify for regular administrative positions . . . to help meet the special needs of mid-city schools (but assignments won't be limited to these schools) . . . to strengthen the image of minority personnel in the eyes of minority pupils.

## INTEGRATION HEARINGS CONTINUE

Members of the ad hoc board committee reviewing the Superintendent's master plan on school integration will hold their second public hearing Wednesday at 10 a.m. Among the proposals to be discussed are . . . expansion of youth services programs involving pupils of different ethnic backgrounds . . . increase in school visitations . . . expansion of student inter-racial contacts through inter-scholastic athletics . . . location of summer enrichment programs to assure maximum integration . . . greater emphasis on Negro history . . . expansion of industrial skills programs and occupational training centers . . . establishment of additional pre-service training programs for minority group teachers . . . possible expansion of UCLA's University Religious Conference summer camp program for pupils of all ethnic groups.

## NOTES AND NOTABLES

CLASSIFIED EMPLOYMENT OPPORTUNITIES on an open and promotional basis include accounting analyst, administrative analyst, personnel analyst, administrative services officers, intermediate clerk-steno; open only positions include assistant security agent and automotive mechanic (bus-truck); and assistant nurseryman is needed on a promotional only basis . . . SUMMER SCHOOL EMPLOYMENT is available for elementary school clerks and clerk-typists. Call 625-8921, Ext. 2578, for information . . . Details regarding extra pay for classified employees using bilingual skills are available at 747-4411, Ext. 2605, or 625-8921, Ext. 2541.

The second annual SCHOOL VOLUNTEER CONFERENCE will be held Saturday at the Miramar Hotel in Santa Monica . . . More than 1000 city high school girls are occupying positions of responsibility in civic and community life this week during the 24th annual observance of GIRLS' WEEK . . . The 10th DISTRICT PTA will hold a musical tea Sunday at its Health Center from 2-4 p.m. to raise funds to send the school system's ALL-CITY CHOIR to an international music festival in France this summer . . . DR. V. H. BEDOIAN, teacher and psychometrist at GRANT HIGH, has contributed a paper to a newly published college text on educational psychology . . . GEORGE INGLES, principal of LINCOLN HIGH, has been named chairman of the United Crusade Schools Committee.

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April 1, 1968

## BUDGET DIVISION TRIMS REQUESTS

If you're driving through downtown late at night in the next few days, don't think that all those lights burning "on the hill" are on because someone forgot to turn them off. No, they're on because DR. FRED FOX and his Budget Division crew are working "virtually 'round the clock" to get next year's school budget ready for presentation to the board late this month. Their problem? How to take nearly one billion dollars in program requests and make them fit into \$686.4 million in available funds.

Program requests from division heads, teacher groups, other employee groups and community organizations--all seeking major improvements in the school system--total \$993.2 million. Complicating the budget making process are conflicting stories out of Sacramento regarding shortages in state school funds. If the state goes through with a 6.7 per cent cut in state funds--as has been hinted by the state administration--this could mean a loss of revenue of as much as \$10 million to Los Angeles. On the other hand, legislators are saying that there won't be a cut in school funds this year. If it sounds confusing to you, it's because it is--and hence those night lights in the Budget Division.

## DISTRICT RECEIVES NEW FEDERAL FUNDS

More than a million dollars in new and expanded school programs will get under way soon as a result of an additional allocation of federal money. However, State Department of Education approval is required before the \$1.5 million in additional Elementary and Secondary Education Act funds can be used by the district.

Funds will be used for a variety of new compensatory projects . . . Educational Enrichment Centers on the periphery of educationally disadvantaged areas to provide in-depth instruction in art, music and related literature for elementary pupils . . . in-service instruction in conversational Spanish for teachers . . . developing new instructional aids for teaching mathematics, science and communications skills on the elementary level . . . collecting and organizing background materials on Mexican-American culture for eventual use in secondary schools . . . a summer tutorial program in secondary school libraries . . . improving educational programs for disadvantaged students in the areas of mathematics, communication skills and social studies . . . orienting and training education aides who assist classroom teachers.

Current projects slated for expansion with the new funds include . . . continuing the Reading Specialist Program and English as a Second Language Program through summer school . . . expanding the Student Achievement Center to another junior high school which will offer a reading instruction and college capable program. The additional ESEA funds bring the district's total for the year to \$16,201,638.

## TEACHER DRAFT DEFERMENTS SOUGHT

City school officials are continuing efforts to obtain deferments for teachers subject to the draft. The Personnel Division reminds teachers that . . . those classified or reclassified to "1A" status or those who receive induction notices should immediately call W. K. FITT, certificated assignment section, 625-8921, Ext. 2421 . . . after contacting Fitt, teachers receiving induction notices should remain in their teaching position (an attempt will be made to have the induction postponed) . . . only one city school representative should contact a draft board . . . teachers seeking other than occupational deferments have only 30 days to appeal the 1A classification.

## TIME-OFF GIVEN FOR RETIREMENT COUNSELING

Certificated employees who attain compulsory retirement age now will be given up to three hours time-off with pay for a pre-retirement conference with retirement officials. The conference must be officially scheduled in advance with the Retirement Office before time-off is granted. During the conference, counseling is provided and the necessary retirement documents are completed.

## NAMES IN THE NEWS

DR. HARRIETT RANDALL, medical administrator for the city schools, delivered an address last week on "Physical Factors in Behavior" at the 10th conference on "Physicians and Schools" in Detroit . . . A clock made and designed by MRS. BLANCHE GREENBERG, a French teacher at GRANT HIGH, is on display through May 12 at the Pasadena Art Museum's Design 10 show . . . RICHARD TAYLOR, principal of PARMALEE AVENUE SCHOOL, was honored recently by his faculty, PTA and staff at a testimonial dinner . . . MRS. BARBARA LINDQUIST, science teacher at HALE JUNIOR HIGH, has received the 1967 Mrs. Robert Goddard Award for being the "outstanding woman science teacher or administrator" in the Los Angeles-Orange County area.

## NOTES AND EVENTS

When a fourth-grade student at ALTA LOMA SCHOOL was involved in a traffic accident that claimed the lives of his parents, a brother (who graduated from Alta Loma) and a sister (also a student at the school), faculty members, the PTA and staff donated more than \$100 to buy the boy a savings bond, books and toys . . . The Adult Demonstration School, the city's newest adult school, will begin its second quarter April 15 . . . City school musical groups will perform April 7-10 for the ninth biennial convention of the California Music Educators Association in Los Angeles. DEPUTY SUPERINTENDENT EVERETT CHAFFEE is serving as convention general chairman.

CLASSIFIED EMPLOYMENT OPPORTUNITIES (open and promotional) include placement interviewer, secondary cafeteria manager, senior secondary cafeteria manager, statistical clerk, intermediate clerk-steno. An apprentice gardener is needed on an open basis . . . Newly assigned secondary vice principals are taking part in a series of four afternoon seminars designed to better acquaint them with their jobs . . . Musicians from GRANADA HILLS HIGH will be heard April 7 on "Music in Our Schools" on KFI from 6:30 to 6:55 p.m. FAIRFAX is slated for April 14 and EAGLE ROCK for April 21.

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April 15, 1968

## PRELIMINARY BUDGET DUE THIS WEEK

Superintendent JACK P. CROWTHER will present the preliminary budget for the 1968-69 fiscal year Thursday at a special 7 p.m. meeting of the Board of Education. About \$686 million is expected to be available for next year's programs. Budget items will be discussed by an augmented Budget and Finance Committee from April 22-May 1. Employees and employee organizations will be able to present their recommendations on the budget at a May 6 board meeting beginning at 7 p.m.

## DISTRICT MOURNS DEATH OF DR. KING

Students and city school personnel were saddened by the death of DR. MARTIN LUTHER KING, JR. on April 4. Memorial services were conducted April 5 by schools throughout the district, and many employees were excused from their jobs April 9 to pay their respects to the slain civil rights leader.

On behalf of the school system, Dr. Crowther wired the following message to Dr. King's widow: "The world and nation share your grief at this tragic hour in human history. We in the Los Angeles City Schools are particularly sorrowed over the passing of your distinguished husband because he represented the highest ideals both in education and human accomplishment. He set an example for the youth of this nation which will live forever. Our heartfelt sympathies are extended to you and your family."

## SUMMER SCHOOL PROGRAM EXPANDED

Thirteen "branch" schools have been added to the secondary summer school program, providing classroom space for an additional 11,000 junior and senior high school students. Branch locations will offer classes in English, social studies, math and science, as well as special pre-B7 classes for June elementary school graduates. Most classes in the district's most extensive summer school program will run for six weeks, beginning July 8.

## 'ELEMENTARY TEACHER RETURN' DRIVE UNDER WAY

A special elementary school teacher recruitment drive, which aims at attracting former teachers back to the classroom, is under way in the Valley. Personnel Division officials say those "returning" teachers who have not had recent teaching experience will be able to attend a six-week training period before being assigned to a regular full-time, paid position. Candidates must have a bachelor's degree, must have completed practice teaching or have two years of full-time elementary teaching experience, and must pass a general knowledge test.

## EXEMPTION SOUGHT FROM FOREIGN LANGUAGE REQUIREMENT

Faced with continuing financial problems, the city schools are asking the State Board of Education for an exemption from the state's mandated foreign language program in grades seven and eight. But the district expects to retain the mandated program in the sixth grade. Approval by the state board could result in a savings of \$6.3 million to the city schools next year. Confronted with similar financial difficulties in 1967, the district secured approval to drop the mandated program in the seventh and eighth grades for one year. Superintendent Crowther says the request to drop the program next year is based on the "inability of the district to finance an educationally defensible program of instruction."

## BLOOD BANK DRIVE TO BEGIN APRIL 29

The city schools' annual BLOOD BANK DRIVE will be held the week of April 29 to May 3. By joining the Blood Bank, you gain protection for yourself and your immediate family in case of need and also make sufficient blood available to fellow employee members. Check with the Blood Bank Drive chairman in your school or office to determine the most convenient time to donate blood and the nearest location. During the week of the drive, a bus will take donors from the administrative offices to the blood center. The Business Division conducts its own blood drive, and bloodmobile will be at the division offices on Friday, May 17.

## NOTES AND NOTABLES

Students, faculty members and parents throughout the district will mark the 49th annual observance of PUBLIC SCHOOLS WEEK April 22-26. Among the activities planned by various schools are book fairs, science fairs, classroom demonstrations, displays, family dinners, festivals and student performances . . . ROBERT GORE, art teacher at MANUAL ARTS HIGH SCHOOL, has received the top award of \$1000 for a painting in the sixth annual Southern California Art Exhibit at the Long Beach Museum of Art . . . MRS. CLAUDIA H. HAMPTON, Office of Research and Development, and ROBERT W. PATTON JR., Demonstration Adult School, presented a research paper recently at the annual meeting of the American Educational Research Association in Chicago.

Teachers at MIRAMONTE ELEMENTARY SCHOOL are returning to their classrooms one night a week to conduct a series of lessons for parents. The lessons are designed to acquaint the parents with the school curriculum and to involve them in the school program. Teacher ALICE FISHER is supervising the course under the direction of Principal WENDELL WARNER . . . WEST AREA CLASSIFIED PERSONNEL AND HEALTH OFFICE has moved to new quarters at 11380 W. Graham Pl., adjacent to the WEBSTER JUNIOR HIGH campus.

CLASSIFIED EMPLOYMENT OPENINGS on an open and promotional basis include display designer (dual), evening school secretary, maintenance helper, publications assistant (dual) and intermediate clerk steno. A senior EDP Programmer analyst is needed on a promotional only basis.

Special survey cards will be sent home with all 650,000 city elementary, junior and senior high students April 22 in order to maintain the district's eligibility for some \$3.6 million in federal impact aid under Public Law 847. Under this law, the federal government helps pay the cost of educating school-age youngsters who live on or whose parents work on federally owned, tax-free property.

**SPOTLIGHT:** Published weekly, except holidays, during the school year by the Los Angeles City School Districts. **BOARD OF EDUCATION:** Mrs. Georgiana Hardy (president), J. C. Chambers, Arthur Gardner, Rev. James E. Jones, Dr. Julian Nava, Dr. Ralph Richardson, Dr. Hugh C. Willett. **ADMINISTRATIVE STAFF:** Dr. Jack P. Crowther, superintendent of schools; Dr. Everett B. Chaffee, deputy superintendent—instruction; Dr. S. C. Joyner, deputy superintendent—business. **INFORMATION OFFICE STAFF:** John A. Gilleen (director), Nita Whaley (Spotlight editor), Eva Hain, Robert Hilburn, Helen Lomax, William C. Rivera.



# spotlight

A NEWSLETTER FOR EMPLOYEES OF  
THE LOS ANGELES CITY SCHOOLS

Prepared by Public Information Office • Room A-174, 450 N. Grand Ave., Los Angeles, Calif. • MA. 5-8921, Extension 2341

April 22, 1968

## PRELIMINARY BUDGET OF \$700.4 MILLION PRESENTED

A preliminary budget totaling \$700.4 million to operate the city schools during the 1968-69 fiscal year has been presented to the City Board of Education by Superintendent JACK P. CROWTHER. The budget will require an estimated tax rate of \$4.4515 per \$100 assessed valuation--an increase of 12.5 cents over the current rate. The increase in the tax rate is made possible by using state-approved, override taxes for special programs. However, the city schools are at the top of their local tax rate ceiling from which funds are obtained for general purposes.

The new budget figure--which tops the \$700 million mark for the first time--will be required to finance educational programs for an all-time high enrollment of some 847,000 students, including 20,500 new students in the Unified and Junior College Districts. "I want to emphasize that our financial condition this year is a little better than it was last year, but, for all practical purposes, we are not much better off than we were last year," Dr. Crowther emphasized, adding that the 1968-69 budget does little more than provide for continuation of the present program.

Included in the "B" section of the budget, is a \$24.1 million reserve, which the Superintendent has earmarked for possible additional program expansion, salary increases or other requirements the board may wish to implement. The "A" section of the budget makes provisions for step and point salary increases for certificated and classified employees who have not reached the top of their salary schedule.

## DISTRICT PLANS TAX, BOND ISSUES

Staff members are gathering data and planning campaigns for a tax override and a bond issue to help obtain funds to provide facilities and educational services for a growing school enrollment. Board members agreed last week that both a bond and a tax rate election are necessary to help meet educational needs resulting from the addition of 12,000 new pupils a year.

The Superintendent has warned that more double sessions are inevitable unless new funds become available to continue the district's \$1.5 million a week building program. Construction funds from the 1966 bond issue--which totaled \$189.5 million--are expected to run out by next summer. Despite continued growth, the district has operated at or near its general purpose tax ceiling of \$2.65 per \$100 assessed valuation for the past seven years. Although the board must formally set the dates for the elections, early indications are that the tax issue will be placed on the November ballot and the bond issue on the April, 1969, ballot.



## BOARD APPROVES REVISIONS IN BUILDING PROGRAM

More than \$10 million in school construction program revisions have been approved by the board to help meet urgent building needs in the district and make the best use of remaining 1966 bond funds. The revised building program will mean new facilities for 19 severely overcrowded elementary schools--where more than 2,350 pupils are on double sessions--and expanded construction programs at five secondary schools.

Biggest additions to the bond list involve a \$1.7 million allocation for AUDUBON JUNIOR HIGH and an \$857,684 allocation for BRET HARTE JUNIOR HIGH. Another new project is a Food Production Center to be built in northeast Los Angeles to provide hot lunch programs at 46 elementary schools which do not now have cafeterias.

## ADULT SCHOOLS TO CHANGE NAME

Adult schools in Los Angeles soon will be known as "community adult schools" to more closely reflect the wide range of community services they offer. For example, Belmont Adult School will become Belmont Community Adult School when the change goes into effect on July 1. Titles of special schools (skill centers, occupational centers, etc.) will not be changed by the recent board action.

## NAMES IN THE NEWS

Miss BEATRICE O'BRIEN, principal of KESTER AVENUE SCHOOL, will preside this weekend at a statewide convention of Delta Kappa Gamma, international honorary society for women in education. Miss O'Brien is president of the state organization . . . Newly elected officers of the Association of Classroom Teachers of Los Angeles (formerly LATA and ATOLA) are ALVIA BARFIELD of WOODCREST ELEMENTARY, president; ROBERT RANSOM of CHILD WELFARE AND ATTENDANCE, president-elect; PAUL DOOSE of WRIGHT JUNIOR HIGH, vice president; and JAMES BLACK of KESTER AVENUE, secretary-treasurer . . . JACK WILSON, art teacher for gifted students at four WEST AREA elementary schools, received recognition recently in Newsweek magazine for his cast bronze jewelry designs.

## NOTES AND DATES

CLASSIFIED EMPLOYMENT OPPORTUNITIES on an open and promotional basis include special education aide and supplies and equipment planner (dual). Positions on a promotional only basis include education aide III, payroll clerk and senior personnel clerk. A tree surgeon is needed on an open only basis. A new class, SCHOOL CLERK TYPIST, has been created by the Personnel Commission to meet the special needs of elementary schools. All current elementary school clerk-typists should check Personnel Division Memo N75 to determine the procedure to follow to qualify for this new class. Filing will close on MAY 1.

The annual Spring Conference for classified office employees, sponsored by the Association of Educational Office Employees, Classified Employees Association and the Staff Development Section, will be held Saturday, MAY 4, at TRADE-TECHNICAL COLLEGE from 8:30 a.m.-2 p.m. For additional information call Business Services Center, Ext. 2665 . . . Three scholarship winners from JORDAN, LOS ANGELES and GARFIELD high schools will be interviewed on "Hotline Education" April 28, 4 p.m., Channel 22.

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# spotlight

A NEWSLETTER FOR EMPLOYEES OF  
THE LOS ANGELES CITY SCHOOLS

Prepared by Public Information Office • Room A-174, 450 N. Grand Ave., Los Angeles, Calif. • MA. 5-8921, Extension 2341

April 29, 1968

## SUPERINTENDENTS LAUNCH DRIVE FOR STATE FUNDS

A master plan to head off a crisis facing education in California's urban centers has been unveiled by the superintendents of the five largest school districts in the state. To finance the plan, the superintendents have called for emergency legislation to provide an eventual \$703 million annually in new state money to the state's 25 largest school systems.

DR. JACK P. CROWTHER, one of the five superintendents spearheading the campaign for more funds, has called on all school employees, as well as parents and other concerned citizens, to urge their elected officials in Sacramento to allocate the funds "urgently needed for massive improvement" of the public schools. "We are asking the support of the people in convincing the Governor and the State Legislature that help is needed now--not next year or sometime in the future," he said.

Other superintendents taking part in the educational improvement drive are W. ODIE WRIGHT, Long Beach; STUART PHILLIPS, Oakland; RALPH DAILARD, San Diego; and ROBERT E. JENKINS, San Francisco.

## COMMITTEE PRESENTS PLAN FOR SECONDARY SCHOOLS

Teachers and administrators serving on a special advisory committee to survey needs of the district's secondary schools have recommended a multi-million dollar school improvement plan to the Board of Education. The committee, which made its report to the board last week, gave top priority to strengthening the reading program and said at least \$11 million would be needed to implement its recommendations.

Among the proposals made by the 15 committee members were . . . greater local school autonomy in developing new courses of study and more opportunity for "creative curriculum development" at each school . . . expansion of summer school and in-service programs . . . development of innovative methods of instruction . . . reduction of teacher-pupil ratio, particularly in target area schools . . . a four-period teaching day . . . expanding use of teacher assistants and education aides.

## TESTS SHOW DECREASE IN I.Q., READING LEVELS

Results of state-required intelligence and reading achievement tests taken last fall by the district's sixth and tenth-grade students show slight decreases from similar tests taken in 1966 by students in the same grades. School officials say that considering the relative ability levels of the pupils tested, the reading percentiles do not appear to diverge markedly from what might be expected.



## ELEMENTARY SCHOOLS TO ADJUST SCHEDULES

Elementary schools, especially those in the San Fernando Valley, will be able to start and end the school day earlier to help ease the problem of conducting classes during hot weather. The warm weather schedules, initiated last year, may be used during the months daylight savings time is in effect (April 27-Oct. 27). Under the program, lunch periods may be reduced to 40 minutes and school may start as early as 8:30 a.m.

## RETIREMENT FETES PLANNED

DR. S. C. JOYNER, who will retire as deputy superintendent for business and educational services next month, will be honored by his friends and colleagues at a dinner May 22 at the Biltmore Bowl . . . DR. EVERETT B. CHAFFEE, who retires as deputy superintendent for instruction in June, will be the guest of honor June 30 at a retirement party at the Huntington-Sheraton Hotel . . . Tribute will be paid to ROY STONE, retiring principal of Mid-City Occupational Center, May 10 at a dinner at the International Hotel.

## NAMES IN THE NEWS

The Los Angeles City Council has presented resolutions to DR. WILLIAM J. JOHNSTON, assistant superintendent in charge of adult education, and to LEONARD PACHECO, teacher at EAGLE ROCK ADULT SCHOOL and director of Project Head Start for the Council of Mexican-American Affairs, for their service and contributions to education . . . FLORENCE M. WHITE, elementary substitute, has written a science textbook, "Your Friend, the Insect," which has been published by Alfred A. Knopf . . . VIRGINIA BARTOLD, teacher at HENRY JUNIOR HIGH, appeared as the soloist this past weekend for the Southeast Symphony Association's presentation of "Concertette for Viola and Orchestra" by Morton Gould.

## NOTES AND DATES

We note with regret the recent deaths of several members of the school family . . . FRANCIS DAUGHERTY, retired principal of ROOSEVELT HIGH; LAUREL B. BAKER, retired instructor at HARBOR COLLEGE; MRS. ELEANOR RUNDLE, consulting counselor, Specially Funded Programs; KENNETH McCOMBS, instructor at TRADE-TECH; and MRS. ELEANOR BLANCHARD, teacher at LIGGETT STREET SCHOOL. Mrs. Blanchard's A6 students asked that the flag be flown at half-staff in her memory . . . JAMES T. LYNCH, PERSONNEL DIVISION.

CLASSIFIED EMPLOYMENT OPPORTUNITIES on an open and promotional basis are available for a display designer (dual), evening school secretary, maintenance helper, publications assistant (dual) and intermediate clerk-steno. A position is available on a promotional basis for a senior EDP programmer analyst . . . Permanent certificated employees who have some familiarity with research design, testing and statistics are invited to apply for a consultant position in the Office of Research and Development. Last date to file is May 10 . . . LATA's "Hotline Education" show on Channel 22 will feature three principals of Mid-City secondary schools--ROBERT MALCOLM, FREMONT HIGH; JAMES TAYLOR, LOCKE HIGH; and WILLIAM JENKINS, MUIR JUNIOR HIGH--on May 5 at 4 p.m.



# spotlight

A NEWSLETTER FOR EMPLOYEES OF  
THE LOS ANGELES CITY SCHOOLS

Prepared by Public Information Office • Room A-174, 450 N. Grand Ave., Los Angeles, Calif. • MA. 5-8921, Extension 2341

May 27, 1968

## MONEY SHORTAGE CAUSES SALARY DILEMMA

Members of the UNIFIED DISTRICT NEGOTIATING COUNCIL are not happy with the prospects for possible salary increases for certificated personnel for next year . . . and neither is SUPERINTENDENT JACK CROWTHER. The result is a dilemma, which may be resolved this afternoon (Monday, May 27) when the Council meets with the BOARD OF EDUCATION in an attempt to put "all the facts on the table." The dilemma, and a resulting deadlock in discussions between the Council and the Superintendent and his Salary Council, came about when Dr. Crowther announced that the budget, at this stage of development, includes enough funds to provide a 4.8 per cent increase for certificated personnel.

The Superintendent's preliminary budget had included a reserve which would have provided--if used totally for teachers' salaries--a salary increase of at least five per cent. However, Board action following presentation of the preliminary budget has committed \$1.7 million of this reserve for programs. "I want to stress that I have not made a recommendation for a 4.8 per cent increase--nor did I indicate to the Negotiating Council that I would make such a recommendation. What I did state was the fact that funds are available, at this time, for increases which would total 4.8 per cent." Further, I indicated that salary increases could be made beyond the 4.8 per cent at this time, only at the expense of cutting out portions of the educational program, or by unanticipated new revenue which the district might receive from the state," Dr. Crowther said. The complete salary package submitted by the Negotiating Council would require an estimated \$62 million to finance for next year--not including the cost of the requested improvement in fringe benefits.

The Superintendent--himself not happy with the 4.8 increase--did suggest to the Negotiating Council the possibility of agreeing on a 4.8 per cent increase and additional percentage increases contingent upon receipt of additional new funds. This proposal was not accepted by the Negotiating Council.

The Superintendent emphasized that additional fringe benefits could be made available through use of override taxes. A fully paid hospital and medical insurance plan for the employee only would cost \$2.5 million and would require a 3.7 cent tax rate increase to finance it. The same insurance plan--but covering each employee and his dependents--would cost \$12.1 million and require a 17.8 cent tax rate increase.

## GOVERNOR TO SPEAK AT ADULT GRADUATION

GOV. RONALD REAGAN will head a distinguished group of civic and governmental officials who will pay tribute on June 2 to nearly 3,000 persons who've earned high school diplomas this year in the city's 28 adult schools. The All-City Adult School Graduation--slated for 2 p.m. in the Hollywood Bowl--is being held in conjunction with the 80th anniversary of adult education in Los Angeles.



## BOARD ADOPTS FOUR INTEGRATION PROPOSALS

Four proposals to help improve racial integration in the city schools have been approved by the Board of Education. However, actual implementation of the four programs--all of which involve voluntary busing--rests upon board approval of an upcoming staff report on financial and operational details of the proposals. Names of schools, numbers of pupils or cost figures won't be available until the report is developed.

Measures approved by the board so far as part of the Superintendent's 32-point integration report include . . . transporting students from overcrowded schools to schools with vacant classrooms on a voluntary basis . . . establishing a program of voluntary transportation of elementary pupils from an overcrowded minority area school to under-utilized "other white" schools . . . developing a voluntary plan to transport elementary pupils from a cluster of "other white" schools to one minority area school . . . setting up a second APEX program in North and East Los Angeles.

## EDUCATOR LAUDS LOS ANGELES

Noted educator IRVING S. MELBO, dean of the USC School of Education, has told the Education Committee of the State Senate that the answer to the problems of the city schools lies in a "realistic recognition of the essential need for improved financial support" and not in proposed legislation to split the system into 10 separate districts.

Dean Melbo told the committee: "In my opinion, the Los Angeles City School District is the best big city school system in the United States . . . It has the most efficient and best organized system of business services in the country . . . The district, in spite of its size, is more effective in recognizing individual needs and providing special assistance to individual pupils who may need special attention than most other districts in the state."

## NOTES AND NOTABLES

DR. S. C. JOYNER, retiring deputy superintendent in charge of business and educational services, has received a resolution from MAYOR SAM YORTY in praise of the educator's contributions to youth and his leadership in establishing a model school business program . . . EDMOND WEST, faculty president at BELMONT ADULT SCHOOL, will be installed as president of the ADULT EDUCATION ASSOCIATION on June 8 . . . SUPERINTENDENT CROWTHER and the PERSONNEL COMMISSION have noted with sorrow the recent passing of PERSONNEL COMMISSIONER WARD KELLER . . . NORMAN SCHACHTER, principal of LOS ANGELES HIGH SCHOOL, will receive an honorary doctorate from his alma mater, ALFRED UNIVERSITY in New York, on June 9 . . . ROBERT W. FRIBERG, formerly administrative coordinator in ELEMENTARY AREA WEST, was honored at a party last week upon his retirement . . . WILLIAM A. FARMER, principal of COLUMBUS JUNIOR HIGH, has won a commendation from the FOREIGN LANGUAGE TEACHERS ASSOCIATION for his abilities as a linguist and his support of the school's foreign language program . . . DR. MARIE Y. MARTIN, president of PIERCE COLLEGE, has been named to the California Advisory Commission on the Status of Women . . . GUS WARD, supervisor in the SAFETY AND DRIVER INSTRUCTION SECTION, is the new president of the COUNCIL OF DIRECTORS AND SUPERVISORS.

CLASSIFIED EMPLOYMENT OPPORTUNITIES on a promotional only basis this week include a credit clerk (college) and assistant gardening technical supervisor . . . Positions on an open only basis are architectural draftsman and engineering aid.

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# spotlight

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THE LOS ANGELES CITY SCHOOLS

Prepared by Public Information Office • Room A-174, 450 N. Grand Ave., Los Angeles, Calif. • MA. 5-8921, Extension 2341

June 3, 1968

## TOP U.S. EDUCATOR NAMED DEPUTY SUPERINTENDENT

DR. J. GRAHAM SULLIVAN, deputy U.S. Commissioner of Education since 1966, has been named by the Board of Education to succeed DR. EVERETT B. CHAFFEE as Deputy Superintendent of Instruction. Superintendent JACK P. CROWTHER said Dr. Sullivan will bring to the city schools a wide range of educational experience, which includes service as a teacher and administrator in the San Francisco and San Diego school systems, an administrator at Stanford University, assistant superintendent for a junior college district and associate superintendent in charge of instruction for the California State Department of Education.

Dr. Sullivan will assume his post on Sept. 10 under a four-year contract and will be responsible for administration of the city schools' instructional program. Dr. Chaffee, who has held the post since January, will retire June 30, ending 39 years of service to the district. A successor to DR. S. C. JOYNER, deputy superintendent in charge of business and educational services, is expected to be named this week. Dr. Joyner retired May 31 after 34 years with the city schools.

## UNCERTAINTY SURROUNDS SALARY ISSUE

An average 6 per cent salary increase and a boost in health plan benefits for Unified District teachers has been approved by the Board of Education, but uncertainty continues to surround the pay issue. Board action on the matter was taken last week (May 27) during a two-hour meeting with the UNIFIED DISTRICT TEACHER NEGOTIATING COUNCIL. Board President GEORGIANA HARDY said the action was based on the understanding that the Negotiating Council agreed to the package and was speaking for the district teachers on the salary question.

However, the council has asked the board to reopen negotiations "immediately" to provide fully paid health and dental benefits for employees and dependents. Mrs. Hardy has stated that any reopening of negotiations will involve a complete re-examination of the salary-fringe benefit package, including those items already approved. Board members are expected to decide today whether negotiations should be resumed.

Under the action taken by the board last week, a salary scale of \$7,000 to \$13,000 would be adopted next year in the Unified District. This would mean a \$570 annual increase in the average salary paid to district teachers. In addition, the board voted to increase its annual contribution to the cost of employee health plans by \$25 per employee, raising the district's share to \$140 a year. Members further agreed to a fully paid health plan for employees only (no dependents) beginning next April 1.



## CLASSIFIED PAY RAISES UNDER STUDY

Recommendations for nearly \$4 million in salary increases for most classified employees are under study by the Board of Education. The recommendations, made by the Personnel Commission after a survey of prevailing community wage patterns, call for salary boosts for 12,624 of the system's 14,304 classified employees. Most of the recommendations are for a one-schedule (2.75%) or two-schedule (5.5%) hike, but vary according to individual job classifications.

## RETIREMENT COUNSELING AVAILABLE

Classified employees who are planning to retire may take up to half-a-day casual absence in order to receive individual counseling about the Public Employees' Retirement System. The Classified Retirement Section of the Personnel Division provides assistance and information to employees. Check with your supervisor and telephone Ext. 2661, Business Services Center, for an appointment.

## NAMES IN THE NEWS

GARY LIPTON, social studies department chairman at FRANCIS POLYTECHNIC HIGH, has received a Fulbright grant to study in Mexico this summer . . . STANLEY KIESEL, kindergarten teacher at VENA AVENUE ELEMENTARY, has recently published a book entitled "The Pearl Is a Hardened Sinner, Notes from Kindergarten" . . . MRS. MARTHA MEKJIAN, teacher at ROSCOMARE ROAD ELEMENTARY, has been interviewed for a Voice of America broadcast on the district's Program for Interschool Enrichment (PIE) . . . H. W. BALDWIN, retiring supervisor of specialized selection in the Personnel Division, will be honored at a tea June 12 for his 39 years of service to the district . . . MELVIN T. SCHROEDER, supervisor of driver instruction, will receive an alumni achievement award from his alma mater, HOLLYWOOD HIGH, for his contributions to traffic safety and driver instruction . . . SANDRA MARIE STARKS, a student at DORSEY HIGH, has been selected as one of 121 Presidential Scholars in the United States for 1968 . . . HARRY M. REDOGLIA, acting director of food services, has been named to the director's post . . . NARBONNE HIGH is the sweepstakes trophy winner in the annual Los Angeles Beautiful school planting program competition.

## NOTES AND DATES

Outstanding occupational students from the city's community adult schools and skill centers were honored at a dinner May 28, sponsored by the Merit Employment Committee of the Management Council and by the adult schools . . . The city schools' manufacturing kitchen has been selected as "one of the world's finest food service operations" in Institutions Magazine's 22nd annual international awards program . . . Science teachers interested in taking part in a Conservation and Water Resource Development Symposium from Aug. 12-23 for college credit should contact the California Bureau of Reclamation, P.O. Box 15011, Sacramento 95813 . . . A group of school officials, including SUPERINTENDENT CROWTHER, DR. ROBERT J. PURDY, MRS. LOUISE PIERCE, MRS. JOSIE BAIN, ALBERT CHUDLER and MRS. GEORGIANA HARDY will take part in a Town Hall program sponsored by the Negro Women's Awareness/Action Organization on June 9 at 2:30 p.m. at Holman Methodist Church.

CLASSIFIED EMPLOYMENT OPPORTUNITIES on an open and promotional basis are available for a children's attendant (female), insurance clerk, clerk-steno and intermediate clerk-steno. On a promotional basis, there is an opening for a plumbing inspector and, on an open basis, a spot for a stock clerk (physics--college).

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# Teachers Get Salary, Fringe Benefit Hike

A fully paid health plan for all district employees and their dependents beginning next April 1 has been approved by the Board of Education.

Board agreement was reached during a June 4 meeting with the Unified District Teacher Negotiating Council, called to discuss next year's salary-fringe benefit package for the district's 25,000 teachers.

The fringe benefit increase is in addition to an average 6 per cent salary hike and a \$2.5 million boost in health plan benefits approved by the board

on May 27.

Although the 6 per cent salary increase will not alter the district tax rate next year, it will mean a \$4 million reduction in other areas of the district's 1968-69 budget.

Extension of the fully paid health plan to dependents does not affect the 6 per cent salary increase, but it does modify a previous board decision to provide an additional 1.4 per cent salary increase for teachers next year if new state funds become available.

In approving the fully paid health

plan for dependents, board members agreed to use the first \$4 million of any additional state aid to restore programs cut to finance the salary increase.

If more than \$4 million in new state aid becomes available, half of these funds would be applied toward the additional 1.4 per cent salary increase.

The June 4 board action does not alter an earlier decision to increase by \$25 the district's annual contribution to the cost of employee health

(Continued on page 4)

## Pay Increases Being Studied for Classified

Nearly \$4 million in salary increases for non-teaching city school employees are being considered by the Board of Education.

The salary recommendations, made by the Personnel Commission following a survey of prevailing community wage patterns, call for pay hikes for 12,624 of the school system's 14,304 classified employees.

Most of the recommendations, which vary depending on individual job classifications, provide a one-schedule (2.75%) or two-schedule (5.5%) increase.

The Personnel Commission has estimated that the proposed salary adjustments would total approximately \$3 million in general purpose funds with an additional \$392,000 charged to cafeteria funds and some \$218,690 charged to community service funds.

Major classes recommended for two-schedule increases this year are cafeteria workers, clerical and custodial.

In submitting the salary report to the board, the commission noted that recommendations for employees in the building trades and related occupations would be made in mid-July. Some 1,500 workers will be involved in these recommendations.

# spotlight

Vol. 5, No. 10 - June 10, 1968 - Los Angeles City Schools Employee Newsletter

## Board Appoints Six to Top-Level Spots

Six top-level administrative assignments, including the naming of Dr. Robert Kelly as deputy superintendent for business and educational services, have been announced by the Board of Education.



DR. KELLY



DR. KELLY

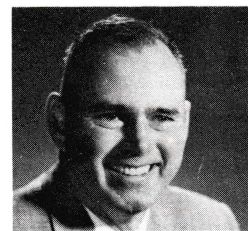
Superintendent of Schools Jack P. Crowther said the reorganization, designed to streamline the district, will provide greater flexibility in the instructional program and bring school operations closer to the com-

munity.

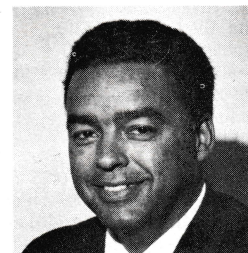
Dr. Kelly steps up to deputy superintendent after 13 years as associate superintendent in charge of the city's 126 junior and senior high schools.

His appointment, effective immediately, fills the vacancy created by the May 31 retirement of Dr. S. C. Joyner, who served as deputy superintendent since 1964.

Dr. Kelly's appointment marks the second deputy superintendent assignment by the board in recent weeks. Dr. J. Graham Sullivan, deputy U.S. Commissioner of Education, was named



STENGEL



TAYLOR

(Continued on page 4)

# CONGRATULATIONS

Hundreds of Los Angeles City School teachers, administrators and other employees will retire this month, ending their careers of service to the schools and the community.

Many employees are being honored at individual events, and all retiring employees were honored last month at a district-wide tea at Los Angeles City College. Herbert Brewer, who is retiring as head custodian at Eagle Rock High, was named "king" of the event since he had the longest service record of any employee there — 45 years.

Listed below are those employees with 25 years or more of service to the city schools. The list is based on responses to an informal Public Information Office request for retirement information.

Retirees are listed by school or office with years of services in parentheses. Unless otherwise noted, the retirees are teachers.

## ELEMENTARY SCHOOLS

Alexandria Avenue—  
Miss Elizabeth S. Warren (41½)  
Principal  
Mrs. Rose R. Mindle (36)  
Mrs. Marian W. Borelli (33)  
Amestoy—Mrs. Ruth Shaw (37)  
Apperson Street—Mrs. Florence Myer (29)  
Principal  
Ascot Avenue—Mrs. Katie L. Fair (25½)  
Custodian  
Beethoven Street—  
Mrs. Ella Raddon Mitchell (42)  
Bellagio Road—Mrs. Edna S. Dyer (42)  
Bertrand Avenue—Miss Henriette Ivey (27)  
Principal  
Brockton Avenue—Mrs. Maurine J. Wilson (41)  
School Clerk  
Bushnell Way—Mrs. Geneva Dark (40)  
Cabrillo Avenue—J. Weare Pearson (28)  
Principal  
Cheremoya Avenue—Mrs. Margaret F. Will (41)  
Cimarron Avenue—Mrs. Hazel Gardner (42)  
Colfax Avenue—Mrs. Helen Dallas (34)  
Cowan Avenue—Mrs. Gloria Duncan (30)  
Mrs. Jean Gerpheide (36½)  
Crestwood Street—Mrs. Phyllis K. Williams (36)  
Dahlia Heights—Percy Richardson (27)  
Head Custodian  
Denker—Mrs. Dorothy M. Albin (25)  
Mrs. Edna P. Smith (25)  
Eagle Rock—Mrs. Catherine R. Bohme (42)  
Eshelman Avenue—Mrs. Bertha Beck Hirsch (36)  
Fries Avenue—Mrs. Evalyn D. S. Abbou (43)  
Principal  
Cecil Parkin (41)  
Head Custodian  
Glenfeliz Blvd.—Mrs. Mary Flint (42)  
Graham—Mrs. Ellene Marsh (40½)  
Hobart Blvd.—Mrs. Irene Dengler (37)

Laurel—Mrs. Marguerite Brigham (36)  
Leland Street—Mrs. Eleanor S. Kennedy (25)  
Principal  
Melvin Avenue—Mrs. Margaret Hart (40)  
Micheltorena Street—Mrs. Signe Alexander (31)  
Miramonte—Miss Honor Troy (38)  
Nightingale—Miss Mary Suits (34)  
Purche Avenue—Mrs. Agnes Ottem Sparks (40)  
Rosemont Avenue—Mrs. Jessie Ruth Cobb (33)  
San Jose Street—Mrs. Alice E. Curtis (42)  
Seventh Street—Mrs. May Sullivan (42½)  
Sheridan Street—James H. Campbell (40)  
Head Custodian  
Short Avenue—Mrs. Frances Swanson (37)  
Soto Street—Harry B. Dodd (29)  
Head Custodian  
State Street—Mrs. Marian Hickman Bowen (36)  
Sterry—Mrs. Conradine Nedry (43)  
Sunland—Mrs. Agnes Martin (40)  
Thirty-Seventh Street—Mrs. Consuelo B. Hinton (41)  
Towne Avenue—Miss Thyra Toland (32)  
Twentieth Street—Mrs. Mabel E. Huro (26)  
Van Ness—Mrs. Rae C. Owen (40)  
Vinedale—Mrs. Bessie Rogers (40½)  
West Athens—Mrs. Madalene T. Lippert (35½)  
Wilbur Avenue—Mrs. Hazel P. Aguilar (26)  
Woodlake Avenue—Mrs. Stella P. Greer (34)  
Principal

## SCHOOLS FOR HANDICAPPED

Bennett—Mrs. Bernardine H. Finn (28)  
Blend—Mrs. Merle Draper (25)

## JUNIOR HIGH SCHOOLS

Audubon—Allen E. Mullinex (43)  
Burbank—Arthur W. Smith (40)  
Registrar  
Cecil C. Rieder (31)  
Senior Head Custodian  
Dana—Mrs. Louraine J. Tummond (25)  
Dodson—Walter S. Thomas (36)  
Principal  
Emerson—Mrs. Lucille Kinney (25)  
Cafeteria Manager  
Miss Mary Elizabeth Wright (43)  
Registrar  
Fulton—Kenneth Gilbert (41½)  
Gage—Delbert F. Woodworth (27)  
Hollenbeck—Mrs. Sophia Leshing (25)  
Girls Vice Principal  
Hughes—Andrew M. Stodel (33¼)  
Madison—Dr. Harry Day Earhart (37)  
Boys Vice Principal  
Mrs. Pauline Swain (32)  
Girls Vice Principal  
Miss Helen Blanche Wade (37)  
Nimitz—Mrs. Christine Clement Malony (43)  
Health Coordinator  
Northridge—Zerrel M. Pilgreen (31)  
Olive Vista—Douglas H. Tolin (30)  
Franklin W. Klepinger (31)  
Palms—Mrs. Lillian L. Benjamin (35)  
Parkman—A. M. McBride (31)  
Registrar  
Peary—Mrs. Hope G. Gilman (39½)  
Reed—Mrs. Ila M. Clinton (29)  
Registrar  
Revere—Miss Mabel C. Keefauver (40)  
Sequoia—Mrs. Genevieve R. Bushnell (31)

## SENIOR HIGH SCHOOLS

Banning—Mrs. Evelina Williamson (28)  
Foreign Language Dept. Chairman

Bell—Miss Elizabeth E. Fichtner (25)  
Mrs. Martha W. Broyles (33)  
Birmingham—Mrs. Lillian Couchane (37)  
Carson—Mrs. Clarice F. Brown (35)  
Girls Vice Principal  
Howard Bloom (38)  
Bert Parkin (40)  
Supervising Custodian  
Mrs. Angela C. Peteque (26)  
Custodian  
Philip B. Wilson (31)  
Registrar  
Miss Florence M. Gregory (44)  
Librarian  
Dorsey—Gerald A. Calhoun (39)  
Eagle Rock—Kent Bishop (38½)  
Herbert Brewer (45)  
Head Custodian  
Fairfax—Miss Florence Koehler (38½)  
Gardena—David E. Heap (35)  
Garfield—Mrs. Margaret M. Sharp (38)  
Grant—Miss Mildred A. Cline (38)  
Mrs. Ruth H. Major (31)  
Herbert A. Howard (32½)  
Supervising Custodian  
Hamilton—Mrs. Mary B. Wilshire (25)  
John W. Farr (38)  
Music Dept. Chairman  
Hollywood—Miss Bertha M. Standfast (43)  
Girls Vice Principal  
Eldred L. Warner (34)  
Los Angeles—Mrs. Edna T. Blake (42)  
Mrs. Dorothy T. Clark (40)  
Counselor  
North Hollywood—Mrs. Desiree Northcote (40)  
Coordinator—Foreign Language  
Reseda—James P. Armstrong (40)  
Roosevelt—Otto Weiner (41)  
Supervising Custodian  
San Fernando—Herbert G. Schack (36)  
Mrs. Thelma H. Becke (30)  
Taft—Robert Elliott (30)  
Chairman, Ind. Arts Dept.  
Venice—Miss Margaret A. Egan (41)  
Counselor  
Mrs. Emily K. Tompkins (33)  
English Dept. Chairman  
Verdugo Hills—Mrs. Clara B. Arnold (30)  
Nurse  
Washington—Mrs. Muriel G. Sessions (32)  
Counselor

## JUNIOR COLLEGES

East Los Angeles College—  
Emanuel Grody (39)  
Douglas Westin (40½)  
L. A. City College—Miss Pauline Blank (35)  
Miss Helen Constable (31)  
Miss Dorothy DeVries (37)  
Kalman Kaplan (36)  
Dr. Emile Painton (37)  
Dr. Paul A. Reeder (35)  
Frank S. Trueblood (37)  
L. A. Pierce College—Dr. Dorothy Torreyson (29)  
Librarian  
L. A. Trade-Technical College—Roy Fields (29½)  
Coordinator, Culinary Arts  
L. A. Valley College—Miss Mary Ellen Ball (35)  
Coordinator, Library Services  
Mrs. Jean C. Earhart (37)  
School Nurse  
Paul H. Mitchem (40)  
Coordinator, Audio Visual

(Continued on page 4)



# New Law Gives More Flexibility to Local Boards

Los Angeles and other California school districts will have greater flexibility in curriculum scheduling next year as the result of new state legislation which reduces the number of required courses.

The legislation, S.B. 1, repeals existing provisions in the Education Code relating to required courses of study, thus giving local boards of education more control over their curricula.

**"Subjects presently mandated by the State Education Code often have stood in the way of providing courses which best meet the needs of our pupils," explained Superintendent Jack P. Crowther.**

"Reduction in the degree of state control over our courses of study will allow us more flexibility in our instructional program and give us more opportunity for innovation and program improvement," he added.

The Education Code currently requires 26 separate courses in the elementary grades and 23 courses in the secondary grades.

**With passage of S.B. 1, state-required courses will be reduced to seven in the elementary grades and to nine in the secondary grades.**

Under the legislation, courses in grades one through six will be required in the broad areas of English (including speaking, reading, listening, spelling, handwriting and composition), mathematics, social sciences, science, fine arts, health and physical education.

In grades seven through twelve, courses will be required in the broad areas of English, social sciences, foreign language, physical education, science, mathematics, fine arts, applied arts and driver education.

**The legislation, authored by Sen. George Miller, encourages local boards to offer "such additional courses, subjects or activities deemed necessary to fit the needs of the students."**

"Schools will continue to teach basic subject matter, but will be given greater latitude in deciding how and when course content will be developed," Dr. Crowther said.



**FUNDS FOR URBAN DISTRICTS**—Superintendents of California's five largest school districts discuss details of "Project Fair Share," the program they've launched to secure more state funds for 27 urban area school districts. The superintendents are, from left, Robert Jenkins, San Francisco; Ralph Dailard, San Diego; Jack Crowther, Los Angeles; W. Odie Wright, Long Beach; and Stuart Phillips, Oakland.

## Project Fair Share

"Project Fair Share" — an ambitious program to secure more state funds for urban school districts — gained momentum this week with the arrival of more than 100,000 letters in Sacramento.

The letters are being written by teachers, administrators, other school employees, parents and community leaders across the state to alert the Governor and state legislators to the needs of California's big city school districts.

**"This highly successful information drive, being carried out jointly by the 27 largest school districts in the state, is a key phase of Project Fair Share," reported Superintendent of Schools Jack P. Crowther.**

He expressed hope that the letters would dramatize to the Governor and the state legislators the "swelling tide of public support" for Project Fair Share.

"I am deeply gratified by the outstanding efforts put forth by our own school people and parents, and I would like to extend my appreciation to everyone who's participated in this very vital information drive," Dr. Crowther said.

**Project Fair Share was launched in April by the superintendents of the state's five largest school districts: W. Odie Wrights of Long Beach, Stuart Phillips of Oakland,**

**Ralph Dailard of San Diego, Robert E. Jenkins of San Francisco and Dr. Crowther.**

As part of the project, the superintendents presented a master plan to pump new life into the public schools of California's major cities through an infusion of massive human and financial resources.

Project Fair Share asks for passage of emergency legislation which eventually would provide \$703 million annually in new money to the 27 largest school systems in the state. Of this amount, \$173.1 million would be allocated next year.

**Legislation already has been introduced by Sen. Nicholas Petris of Oakland which would allocate an additional \$100 of state aid per ADA in each of the 27 urban area districts.**

This would be increased by another \$100 each year until 1972, resulting in an additional \$400 per child at the end of four years.

"Passage of this bill would permit urban school districts to receive a more equitable share of the state school apportionments and would make the state a more equal partner in the support of large city school districts," Dr. Crowther noted.



# Retirements

(Continued from page 2)

Samuel T. Alexander (30½)  
Assistant Dean

## ADULT SCHOOLS

Cambria—Roy L. Stone (37)  
Principal  
Napoleon Tukes (35)  
Head Custodian  
Fremont—Wayland Hoyt (26)  
Washington—Gerald Adams Calhoun (39)

## MISCELLANEOUS

Office of the Superintendent—  
Dr. Everett B. Chaffee (39)  
Deputy Supt., Instruction  
Dr. S. C. Joyner (34)  
Deputy Supt., Business and  
Education Services  
James Safady (46)  
Senior Chauffeur

Adult Education Division—  
Mrs. Dorothy Baughman (36)  
Supervisor, Homemaking Ed.

Auxiliary Services Division—  
Child Welfare and Attendance Branch—  
Leslie Oral Gordon (39)  
Asst. Supvr. CWA  
Mrs. Mary Louise Grey Simmons (25)  
Asst. Supvr. CWA

Auxiliary Services Division—  
Health Services Branch—  
Miss Irene M. Middlemiss (26)  
Supvr. School Nursing  
Miss Ruth M. Vanisky (28)  
School Nurse  
Mrs. Jean C. Earhart (38)  
School Nurse  
Mrs. Clara Brekke Arnold (30)  
School Nurse  
Mrs. Ruth Stevens Long (34)  
School Nurse  
Mrs. Louise P. Bowman (37)  
School Audiometrist  
Mrs. Dorothy Nash (25)

Auxiliary Services Division—  
Student Activities Branch—  
Robert C. Schaller (40)  
Financial Manager

Business Division—Food Services Branch—  
Mrs. Mildred Reinhardt (33)  
Cafe. Cash Checker

Business Division—Transportation Branch—  
Boies Nicholson (25)  
Heavy Bus Driver

Elementary Education Division—  
Elementary Area West—Robert W. Friberg (26)  
Administrative Coordinator

Elementary Education Division—  
Children's Centers Section—  
Mrs. Georgia Brown (25)  
Mrs. Teasier L. Gaskins (25)  
Cook

Instructional Services Branch—  
Mrs. Kay P. Van Petten (39)  
Clerk-Bookkeeper

Secondary Education Division—  
Mrs. Bessie B. Kaufman (40)  
Supervisor, Business Education  
Truman Hutton (30)  
Supervisor, Music (Instrumental)

Special Education Branch—  
Miss Frances Barron (39)

# Appointments

(Continued from page 1)

to the post of deputy superintendent of instruction on May 27.

Besides Dr. Kelly's appointment, other assignments announced June 3 include:

- Stuart Stengel, assistant superintendent in charge of Secondary Area B (East and Central Los Angeles) since 1964, succeeds Dr. Kelly as associate superintendent for the Secondary Division.

- James Taylor, principal of Locke High School, assumes the newly created position of assistant deputy superintendent.

- Allen Sebastian, secondary administrative coordinator since 1965, becomes assistant superintendent in charge of Secondary Area A (South Los Angeles-San Pedro area).

- Dr. Dave Schwartz, assistant superintendent of Secondary Area A since 1967, replaces Stengel as head of Area B.



LEON

- John Leon, former principal at Rowan Avenue Elementary School and head of a special district Task Force in East Los Angeles, was named director of a new instructional planning center in East Los Angeles.

In addition to the personnel changes, the board also approved a far-reaching series of programs to achieve greater decentralization.

These include:

- Initiation of area instructional planning centers, making it possible to increase the district's responsiveness in meeting the needs of pupils in specific communities.

- Establishment of new branch offices of the Personnel Division in East Los Angeles and South Central Los Angeles.

- Establishment of four new positions in the district's Public Information Office to work in specific areas of the district.

- Creation of a new position in the Instructional Planning Branch to supervise bilingual programs and the English as a second language program.

The board also extended for one-year the contract of Mrs. Mildred Naslund as associate superintendent in charge of the Division of Instructional Planning and Services.

Dr. Kelly, a native of Los Angeles, was graduated from the old Polytechnic High School in 1924. He received his bachelor's degree at UCLA, his masters at USC and his doctorate from UCLA.

He joined the city schools in 1929 as a math teacher at Audubon Junior High. He served as a teacher and vice principal at Dorsey High before becoming principal of Narbonne High in 1942 and of Eagle Rock High in 1945.



SEBASTIAN

He also was director of assignments in the Secondary Division and assistant superintendent in the division before becoming associate superintendent in 1955.

Stengel has been with the district since 1947. He is a graduate of Los Angeles High School and received his bachelor's degree from UCLA and his master's from USC.

Taylor is a graduate of Manual Arts High School and earned his bachelor's degree with honors at UCLA and his master's at USC. He joined the city schools in 1950.

Sebastian began his career with the city schools in 1936 and is a graduate of Venice High School, UCLA and USC.

Dr. Schwartz, who has been with the district since 1937, is a graduate of Roosevelt High School and USC.

# Teachers

(Continued from page 1)

plans until the fully paid plan goes into effect April 1. This raises the annual district contribution to \$140 a year per employee.

Dr. Crowther said the addition of dependents to health plan benefits will add some 7.1 cents to the district's estimated 1968-69 tax rate.

With this increase, the tentative district tax rate for next year now stands at \$4.59 per \$100 of assessed valuation. Of this, 10.7 cents is tied to fringe benefit increases.

The 6 per cent salary raise will result in a teacher salary scale next year of \$7,000 to \$13,000, compared with this year's scale of \$6,500 to \$12,260. This will mean an increase of \$570 in the average salary paid to a teacher.